A Look into the Newly Revised *Workplace Violence and Active Assailant—Prevention, Intervention, and Response* Standard

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ASIS IS A GLOBAL STANDARDS DEVELOPMENT ORGANIZATION

Professional Standards Board

- Governing body of ASIS Standards and Guidelines work.

Globally Recognized in ISO

- Official Liaison Status in Risk Management, Security and Resilience Committees.

Nationally Accredited in ANSI

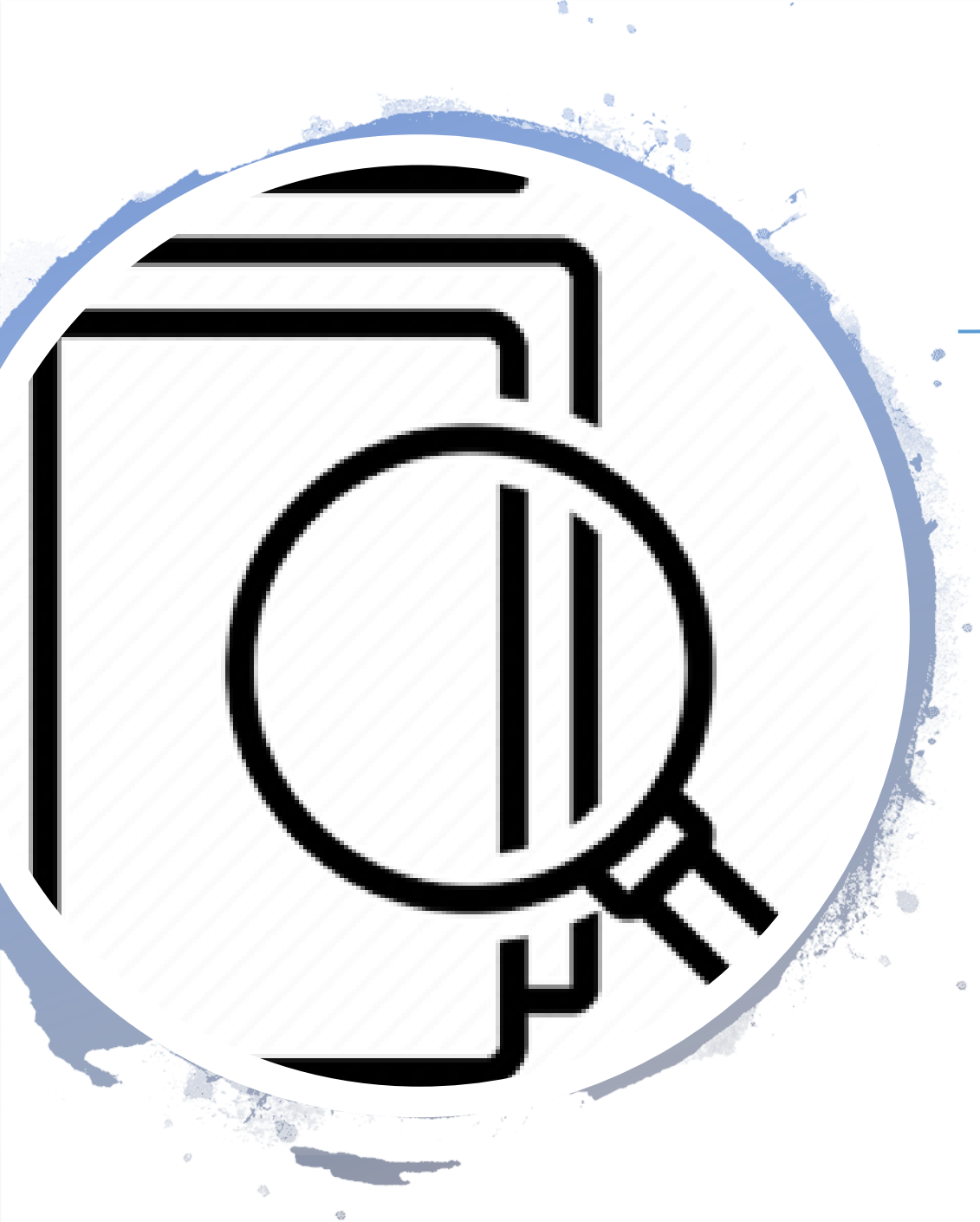
- ASIS Standards and Guidelines developed through a rigorous process with auditable requirements of openness, due process, and transparency.

Overview of 2020 Revisions

- Updates language and references to industry best practices
- Updates terminology
- Reflects an approach that can be used globally
- Integrates intimate partner violence throughout the standard
- Includes new guidance to address active assailant incidents

Scope

- Provides an overview of policies, processes, and protocols for threatening or intimidating behavior and violence affecting the workplace.
- Describes the implementation of a workplace violence prevention and intervention (WVPI) program within organizations.
- Provides actionable information and guidance on prevention, intervention, and response to incidents involving an active assailant/active shooter.



Definition of Workplace Violence

A spectrum of behaviors, including overt acts of violence, threats, and other conduct that generates a reasonable concern for safety from violence, where a nexus exists between the behavior and the physical safety of employees from any internal or external relationship.

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Workplace Violence

- Standard recognizes that no organization is immune to workplace violence
- Education, training, and awareness are key to prevention and intervention
- Program success begins with a commitment from top management

Multidisciplinary Involvement

Workplace violence is a complex issue that requires a multidisciplinary approach with participation from key stakeholders.

Program Planning

Conduct needs assessment

- Assess for vulnerability to violence
- Evaluate current practices
- Evaluate physical security

Program Planning

Identify elements of the program

- Establish policies, procedures, and practices
- Establish multidisciplinary threat management team
- Outline incident management protocols
- Conduct training

Program Implementation

Organizations must carefully consider how it can successfully implement a program that involves all key stakeholders

- Designate a group to design the program
- Establish a plan for its implementation
- Identify key elements to incident management
- Develop and disseminate workplace violence prevention policy
- Monitor, evaluate, and improve strategies and protocols

Threat Response and Incident Management

- Identifying Warning Signs
- Reporting of Concerning Behavior
- Overview of the Incident Management Processes
- Actions by Threat Management Team
- Determine Threat Response
- Engaging an External Threat Assessment Professional, as needed
- Ensuring Legal Oversight

Responding to an Act of Violence

Despite the best prevention and deterrence efforts, workplace violence can still occur, resulting in injuries and death.

For that reason, an organization's threat management protocols should consider the organization's response to acts of violence.

Role of Law Enforcement

Not all incidents will result in criminal conduct, but may require intervention by law enforcement. Organizations should:

- Establish a channel of communication with law enforcement agency
- Establish contact and exchange information with local law enforcement
- Coordinate law enforcement response and investigation procedures

Intimate Partner Violence (Domestic Violence)

- Include intimate partner violence in the policy statement
- Implement prevention strategies
- Identify legal issues specific to intimate partner violence
- Documentation specific to intimate partner violence

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Post-Incident Management

Identify Elements of a Post-Incident Recovery Plan for Acts of Violence

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ANNEX A

Active Assailant

Active Assailant

PRE-INCIDENT PLANNING

INCIDENT RESPONSE

POST-INCIDENT RECOVERY

Pre-Incident Planning

- Establish response plan
- Assign responsibilities and authorities
- Liaise with emergency management personnel
- Create emergency response kits/bags
- Consider legal issues
- Establish notification and communication strategies
- Establish staging and operations areas
- Test and validate the plan
- Conduct training
- Consider psychological aspects

Incident Response

- Execute the Active Assailant Response plan
- Activation of the following
  - Crisis communications
  - Perimeter containment
  - Incident command center
  - Media staging area
  - Family notifications/reunification center

Post-Incident Recovery

Phases of Recovery

- Immediate
- Short-term
- Long-term

Immediate Recovery Plan

- Coordinate medical assistance and life safety activities
- Identify and account for all individuals
- Ongoing communications to employees, families, the public and media

Short-term Recovery Plan

- Activate emergency operations center
- Preserve the crime scene
- Identify and activate the family notification/reunification center
- Ongoing communications to employees, families, the public and media

Long-term Recovery Plan

- Conduct a formal post incident debrief
- Provide information about, and access to counseling services
- Support the business continuity plan
- Replenishment of emergency supplies

STANDARDS AND GUIDELINES

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